

# Hit Discovery/Hit Finding Lead

Job ID  
REQ-10043723  
Mar 12, 2025  
Etats-Unis

## Résumé

We are seeking a highly skilled and experienced individual to join our team as a Hit Discovery/Hit Finding Leader/Expert. The successful candidate will play a crucial role in enhancing our screening and assay development capabilities, managing automation systems, and driving best practices in hit finding. This position requires strong leadership, collaboration, and mentorship skills to effectively manage and develop our team.

## About the Role

**Internal Job Title:** Senior Principal Scientist/Associate Director

**Location:** Cambridge, MA, onsite

## Job Summary:

We are seeking a highly skilled and experienced individual to join our team as a Hit Discovery/Hit Finding Leader/Expert. The successful candidate will play a crucial role in enhancing our screening and assay development capabilities, managing automation systems, and driving best practices in hit finding. This position requires strong leadership, collaboration, and mentorship skills to effectively manage and develop our team.

## Key Responsibilities:

- Manage the Hit Discovery goals and deliverables for High-Throughput Biology Home in Cambridge
- Assist in prioritizing key projects within the Hit Discovery portfolio and execute them in collaboration with various partners and steering committees
- Manage automation system owners to enable efficient execution of screening and assay prioritizations
- Mentor and contribute to assay designs and implementation for all screening projects in Biomedical Research Cambridge
- Innovate around screening technologies to maintain a cutting-edge capability for Novartis
- Engage in best practices dialogues and drive their implementation within the Cambridge screening teams
- Develop strong networks with other global screening teams and assist in global resourcing of screening projects
- Oversee the evaluation and implementation of AI tools for HTS and screening applications
- Collaborate with Data Science and other teams to connect to new commercial compound library sets and evaluate their impact on projects
- Demonstrate a proven track record of people management and mentorship as a lab head or initiative leader
- Contribute to the career development of home associates and maintain the culture of HTB Cambridge

## Minimum Requirements:

- Ph.D. with 6+ years', or MS with 12+ years' experience in Industry combined with a strong track record in Early Drug Discovery and Hit Finding for multiple drug modalities
- Expert in pre-clinical assay development with emphasis on Screening, Hit Discovery and automation using wide array of technologies and HTS applications for different drug modalities
- Proven leadership on pre-clinical drug discovery projects and innovation in the field of screening technologies and implementation
- Experience in managing automation systems and implementing best practices in hit finding
- Proven track record of people management and mentorship
- Collaborating across boundaries, strong networking and communication skills
- Ability to develop strong networks and assist in global resourcing of projects.

#### **Desirable Skills:**

- Experience with high-content imaging technologies

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**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$138,600 to \$257,400/year for Senior Principal Scientist, and between \$152,600 and \$283,400 for Associate Director; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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État

Massachusetts

Site

Cambridge (USA)

Company / Legal Entity

U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.

Functional Area

Recherche & Développement

Job Type

Full time

Employment Type

Regular

Shift Work

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